HR Analytics Dashboard – Project Report

1. Project Title:

HR Analytics Dashboard using Power BI

2. Objective:

The goal of this project is to analyze employee attrition trends using HR data. The dashboard helps HR professionals and decision-makers understand key attrition patterns across different dimensions like age, gender, education, salary, experience, and job roles.

3. Tools & Technologies Used:

- Power BI Desktop
- MS Excel / CSV (data source)
- DAX (for calculated fields and measures)
- Power Query (for data transformation and cleaning)

4. Key Metrics Displayed:

Metric	Value
Total Employees	1,470
Total Attrition	237
Attrition Rate	16.1%
Average Age	37 years
Average Salary	Rs. 6.5K
Avg. Years at Company	7.0 years

5. Dashboard Features & Visual Insights:

A. Attrition by Job Role:

- Laboratory Technician: 62
- Sales Executive: 57
- Research Scientist: 47
- Sales Representative: 33

These 4 roles alone account for over 83% of total attrition.

B. Attrition by Age Group:

- 26–35 years: 116 attritions (~49%)
- 18–25 years: 44 attritions

Together, under-35s account for **67% of attrition**.

C. Attrition by Salary:

- Rs. 0–5K: 163 attritions (~69%)
- Rs. 15K+: Only 5 employees left

Strong inverse correlation between salary and attrition.

D. Attrition by Years at Company:

- 0–2 years: 59 employees
- 2–5 years: 59 employees

More than 80% of attrition happens within the first 5 years.

E. Attrition by Gender:

- Male: 140
- Female: 79

Male attrition is significantly higher.

F. Attrition by Education Field:

- Highest attrition seen in **Life Sciences** (38%)

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6. Insights Summary:

1. **High Attrition Roles:** Laboratory Technicians and Sales Executives are most affected.
2. **Young Professionals Are Leaving:** Under-35s contribute to the majority of attrition.
3. **Low Salary = High Attrition:** Rs. 0–5K employees are leaving in large numbers.
4. **Experience Matters:** Newer employees (<5 years) are more likely to exit.
5. **Gender Disparity:** Male attrition is significantly higher than female.

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7. Recommendations:

- **Role-Focused Retention Plans:**
  Conduct exit interviews, provide upskilling and internal mobility for high-risk roles.

- **Salary Structure Review:**
  Improve pay bands for Rs. 0–10K group; introduce performance-based bonuses.

- **Engagement for Young Employees:**
  Start mentorship, growth plans, and better onboarding for early-career hires.

- **Early Exit Intervention:**
  Use stay interviews and retention models for 0–2 year employees.

- **Promote Work-Life Balance:**
  Investigate high male attrition; offer flexibility and inclusive policies.

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8. Outcome & Impact:

This HR Analytics Dashboard empowers HR teams with actionable insights to:

- **Reduce early attrition**

- **Improve workforce stability**

- **Align HR strategies with data-driven evidence**